

Central Intelligence Agency



Washington, D. C. 20505

31 Oct 81

The Honorable Ted Stevens  
Chairman, Senate Appropriations Committee  
Subcommittee on Defense  
United States Senate  
Washington, D. C. 20510

Dear Mr. Chairman:

I indicated to you in my letter of 14 July 1981 that I had asked our Office of Personnel to undertake a thorough review and analysis of overall Agency pay scales and the compensation of Intelligence Community civilians posted overseas. This review will address your concerns as to comparable compensation of overseas personnel and will also examine the effectiveness of our present compensation practices.

In order to supplement our in-house resources and to introduce a measure of outside objectivity, I decided to employ a consultant for this purpose. CIA has entered into a contract

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wide representation. Position audits will be conducted on the four key occupational areas across Agency lines in the Department of State, NSA, DIA and CIA. Comparisons, for example, will be made between CIA Operations Officers and State Department Foreign Service Officers. The final product will include quantitative evaluations of major classes of positions community-wide and salary recommendations for these against applicable pay data, using the total compensation approach. In the second phase of

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will occur in November and December. Following completion of the study near the end of January, I will be pleased to provide the report to the Committee and to share with you my plan of action.

Sincerely,

*Wm. J. Casey*

William J. Casey  
Director of Central Intelligence